

# ELEVATE



## STRATEGIC PLAN UPDATE Year End Highlights 2019

### Superintendent's Message

As 2019 draws to a close, it is an opportunity to reflect on our new journey to *Elevate* our purpose and practices across the district. The start of any journey begins by mapping out your direction, determining your readiness and assembling your team.



Our direction is our vision for every student to be future ready. As a result, we need to ensure that we are equitable and inclusive in the practices that contribute to the success of all students. By focusing on our priorities of success, well-being, engagement, excellence, innovation and equity, we can elevate everyone and everything.

To ensure our readiness, we are providing training and tools to *Elevate* our practice. This includes implementing Culturally Responsive Teaching (CRT), Sheltered Instruction Observation Protocol (SIOP), Professional Learning and adding new administrators and new technology that support our goals.

We have added staff and administrators to our team this year to help us accomplish our goals. We have also teamed with our community through our district Equity Advisory Team, Facilities Advisory Committee and our newly developed partnership with Microsoft.

We are proud of our initial efforts and look forward to the next steps in our multi-year journey. Thanks for being part of *Elevate*.

### ACADEMIC SUCCESS

- Provided three hours of training to all classroom teachers in **Culturally Responsive Teaching: Sheltered Instruction Observation Protocol** strategies.
- Launched **Multi-Tiered Systems of Support (MTSS)** leadership teams in two elementary schools and one high school.
- Piloted and identified **elementary math and literacy screening and progress monitoring tools** to be ready for use in all schools during the 2020-21 school year.
- Implemented **1:1 mobile devices for all fifth grade students**.
- Launched **fully inclusive preschool programming**.



### WELL-BEING

- Trained 22 schools in **Positive Behavior Intervention and Support (PBIS)**.
- Implemented and provided training for **social emotional learning curriculum at middle schools**.
- Provided **equity training to all school equity teams and all principals and district administrators**.
- Implemented the **Rapid Responder Easy Alert system** to enhance drills and emergency response district wide.
- Implemented a **new online athletics registration process** that increased participation by 17 percent for fall sports.



### COMMUNITY ENGAGEMENT

- The District Equity Department started holding **community listening sessions**.
- Entered into a **formal partnership with Microsoft** in fall 2019.
- Launched **ThoughtExchange, a new online tool that will inform upcoming decisions** such as how to address space needs in our schools.



### EXCELLENT STAFF

- Developed **strategies to recruit and hire diverse candidates**, including the Teacher Education Academy (TEA)ch Program in one of our high schools.
- Implemented the **Elevating Excellent Staff recognition program** to honor current staff members.
- Provided **cultural competency training to all office professionals**; offered professional learning opportunities to all staff.
- Successfully **transitioned all staff to the statewide School Employee Benefits (SEBB)** beginning in January.



### EFFECTIVE USE OF RESOURCES

- Convened a **Facility Advisory Committee** to determine future school/program needs and opportunities.
- Implemented the **MyStop App for families** to track their child's bus.
- Engaged **FloAnalytics to enhance enrollment forecasting and student demographics**.

